MERCURY

# Organizational Culture Training Course

11 – 15 January 2027
Rome (Italy)



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**Ref:** 15581_315786 **Date:** 11 – 15 January 2027 **Location:** Rome (Italy) **Fees:** 6200 Euro

## Introduction:

In contemporary corporate landscapes, organizational culture is a cornerstone of fostering a cohesive and thriving work environment. Embarking on a journey of organizational culture training unveils a transformative odyssey that unravels the intricate tapestry that defines an organization's ethos. It is a key facet essential for organizational vitality and sustained success.

Through an exploration spanning various dimensions, participants delve into the essence of organizational culture, dissecting its multifaceted layers to grasp its profound impact on business dynamics and employee well-being. They will learn key strategies to develop organizational culture and understand the crucial role of leadership in managing organizational culture.

Understanding the intricate nuances of organizational culture, fostering robust employee engagement, promoting diversity and inclusion, navigating change adeptly, and mastering the art of communication and collaboration are all aspects of this journey that transcend mere learning and beckon a transformational shift in mindset and practice. Participants will delve into building and creating organizational culture.

Participants in this organizational culture training course will improve their understanding of how knowledge intertwines with action, shaping a future in which organizational cultures breed resilience, innovation, and unwavering excellence. Discussion will include approaches to fostering an ideal organizational culture and how to address the challenges of organizational culture.

Insights into the benefits of organizational culture will underscore the integral role culture plays in organizational success. Participants will learn the significance of aligning organizational culture values with overall company objectives, how this alignment can be achieved through organizational culture development, and the characteristics of an aggressive organizational culture and its effects.

## Targeted Groups:

- Executives and Managers seeking to cultivate a culture aligned with strategic objectives.
- Human Resources professionals aim to enhance employee engagement and foster an inclusive workplace.
- Team Leaders and Supervisors tasked with implementing change initiatives.
- Employees at all levels are interested in understanding and contributing to a diverse and collaborative organizational culture.
- Consultants and Organizational Development specialists guiding companies through culture transformation.

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## Course Objectives:

At the end of this organizational culture course, the participants will be able to:

- Gain insight into the foundational principles of organizational culture definition.
- Enhance employee engagement strategies to boost productivity and morale.
- Foster a culture of diversity and inclusion to drive innovation and creativity.
- Develop skills to manage and navigate organizational change effectively.
- Improve communication and collaboration across all levels of the organization.
- Understand how organizational culture influences behavior and decision-making.
- Identify key drivers of employee satisfaction and retention.
- Promote a culture that values and respects diverse perspectives and backgrounds.
- Implement strategies to mitigate resistance to change and facilitate smooth transitions.
- Cultivate an environment where open communication and teamwork flourish.
- Equip participants with practical tools and techniques for enhancing organizational culture.
- Foster leadership qualities conducive to nurturing a positive workplace culture.
- Align organizational values with actions to promote authenticity and integrity.
- Foster a culture of continuous improvement and learning.
- Develop conflict resolution skills to maintain harmony within the organization.

## Targeted Competencies:

The target competencies in organizational culture this training will:

- Cultural awareness and sensitivity.
- Leadership and management skills.
- Understand conflict resolution and negotiation abilities.
- Communication and interpersonal skills.
- Change management proficiency.
- Inclusive decision-making capabilities.
- Collaboration and teamwork skills.
- Understand employee motivation and empowerment techniques.
- Cross-cultural communication competence.
- Resilience and adaptability in times of change.

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## Course Content:

### Unit 1. Understanding Organizational Culture:

- Define components of organizational culture.
- Know the role of values, norms, and artifacts in shaping culture.
- Explore the types of organizational culture e.g., hierarchical, clan, adhocracy.
- Assess and diagnose organizational culture.
- Cultural alignment with business strategy.
- Case studies exploring real-world examples of organizational cultures.

### Unit 2. Employee Engagement:

- Understand the importance of employee engagement for organizational success.
- Factors influencing employee engagement.
- Learn about strategies for measuring and improving organizational culture.
- Create a positive work environment to foster engagement.
- Recognize and reward employee contributions.
- Build trust and transparency within the organization.
- Know the employee feedback mechanisms and performance evaluations.

### Unit 3. Diversity and Inclusion:

- Define the significance of diversity and inclusion in the workplace.
- Understand unconscious bias and its impact on decision-making.
- Create a culture of belonging for employees from diverse backgrounds.
- Implement diversity and inclusion initiatives and programs.
- Address challenges and barriers to diversity and inclusion.
- Train on cultural competence and sensitivity.
- Promote equity and fairness in hiring and promotion processes.

### Unit 4. Change Management:

- Understand the need for change in organizations.
- Explore change management models e.g., Kotters 8-Step Model, Lewins Change Management Model.
- Plan and execute change initiatives effectively.
- Communicate change to stakeholders and manage resistance.
- Build change-capable cultures.
- Train on resilience and adaptability during times of change.
- Evaluate the success of change initiatives and make adjustments as needed.

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## Unit 5. Communication and Collaboration:

- Understand the importance of effective communication in fostering collaboration.
- Learn about communication styles and their impact on team dynamics.
- Explore active listening and showing empathy in communication.
- Understand the tools and techniques for facilitating collaboration e.g., teamwork software, virtual collaboration platforms.
- Conflict resolution strategies.
- Build trust and rapport among team members.
- Enhance virtual communication and collaboration skills.
- Promote knowledge sharing and cross-functional collaboration.